

## ORDINANCE NO. 46-432

AN ORDINANCE PROVIDING FOR A UNIFORM SCHEDULE OF STANDARD PAY RANGES FOR ALL EMPLOYEES OF THE CITY OF WICHITA, REPEALING ORDINANCE NO. 45-944

## SECTION X

PAY RATES

**SECTION 1.** A schedule of standard pay ranges established for classifications in *Wichita Transit* represented by Teamsters Union Local #795, and in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS**  
**December 18, 2004 – December 16, 2005**

Range	A	B	C	D	E	F	G
312	8.4265	8.6372	8.8532	9.0745	9.3013	9.5338	9.7722
314	9.5709	9.8101	10.0554	10.3068	10.5645	10.8286	11.0993
315	9.5709	9.8101	10.0554	10.3068	10.5645	10.8286	11.0993
316	9.9987	10.2486	10.5048	10.7674	11.0366	11.3125	11.5953
317	10.7141	10.9820	11.2566	11.5380	11.8264	12.1221	12.4251
320	12.2876	12.5947	12.9097	13.2324	13.5632	13.9022	14.2499

Range	H	I	J	K	L	M	N	O
312	10.0165	10.2669	10.5236	10.7867	11.0563	11.3328	11.6160	11.9065
314	11.3768	11.6612	11.9527	12.2516	12.5578	12.8718	13.1935	13.5235
315	11.3768	11.6612	11.9527	12.2516	12.5578	12.8718	13.1935	13.5235
316	11.8852	12.1824	12.4869	12.7991	13.1191	13.4471	13.7832	14.1278
317	12.7358	13.0542	13.3806	13.7150	14.0579	14.4094	14.7696	15.1388
320	14.6061	14.9712	15.3455	15.7291	16.1224	16.5255	16.9386	17.3621

**SECTION 2.** A schedule of standard pay ranges established for *seasonal/limited* classifications for positions in which employees are treated as non-exempt from the overtime provisions of the Fair Labor Standards Act (FLSA).

Pay Range	A	B	C	D	E	F
410	5.50	5.75	6.00	6.25	6.50	*7.00
414	6.25	6.50	6.75	7.00	7.25	*8.00
415	6.50	6.75	7.00	7.25	7.50	*8.25
420	6.75	7.00	7.50	8.25	9.00	10.00

\* These rates are established for supervisory positions only.

**SECTION 3.** A schedule of standard pay ranges established for *seasonal/limited* classifications for recreation positions in the Park Department in which employees are treated in accordance with the provisions of FLSA.

Pay Range	A	B	C	D	E	F
510	5.50	5.75	6.00	6.25	6.50	6.75
515	6.25	6.55	6.85	7.15	7.45	7.75
519	6.90	7.20	7.50	7.80	8.40	9.00
529	10.50	11.00	11.50	12.00	12.50	13.00

**SECTION 4.** A schedule of standard pay ranges established for positions in which employees are treated as non-exempt from the overtime provisions of FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS**  
**December 18, 2004 – December 16, 2005**

Range	A	B	C	D	E	F	G
602	6.3836	6.5432	6.7068	6.8745	7.0463	7.2225	7.4031
606	6.9663	7.1404	7.3189	7.5019	7.6895	7.8817	8.0787
607	7.2313	7.4121	7.5974	7.7873	7.9820	8.1816	8.3861
608	7.5126	7.7004	7.8929	8.0902	8.2925	8.4998	8.7123
609	7.8192	8.0147	8.2151	8.4204	8.6309	8.8467	9.0679
610	8.1401	8.3436	8.5522	8.7660	8.9852	9.2098	9.4401
611	8.4651	8.6767	8.8936	9.1159	9.3438	9.5774	9.8169
612	8.8285	9.0492	9.2754	9.5073	9.7450	9.9886	10.2383
613	9.1969	9.4268	9.6625	9.9040	10.1517	10.4054	10.6656
614	9.5964	9.8363	10.0822	10.3342	10.5926	10.8574	11.1288
615	10.0240	10.2746	10.5315	10.7948	11.0646	11.3412	11.6248
616	10.4709	10.7326	11.0010	11.2760	11.5579	11.8468	12.1430
617	10.9464	11.2200	11.5005	11.7880	12.0827	12.3848	12.6944
618	11.4513	11.7376	12.0311	12.3318	12.6401	12.9561	13.2800
619	11.9868	12.2865	12.5936	12.9085	13.2312	13.5619	13.9010
620	12.5407	12.8542	13.1756	13.5049	13.8426	14.1886	14.5433
621	13.1497	13.4784	13.8154	14.1607	14.5148	14.8776	15.2496
622	13.7855	14.1301	14.4834	14.8455	15.2166	15.5970	15.9869
623	14.4539	14.8153	15.1857	15.5653	15.9545	16.3533	16.7621
624	15.1737	15.5530	15.9418	16.3404	16.7489	17.1676	17.5968
625	15.9294	16.3276	16.7358	17.1542	17.5831	18.0226	18.4732
626	16.7314	17.1497	17.5784	18.0179	18.4683	18.9300	19.4033
627	17.5815	18.0211	18.4716	18.9334	19.4067	19.8919	20.3892

Range	H	I	J	K	L	M	N	O
602	7.5881	7.7778	7.9723	8.1716	8.3759	8.5853	8.7999	9.0199
606	8.2807	8.4877	8.6999	8.9174	9.1404	9.3689	9.6031	9.8432
607	8.5957	8.8106	9.0309	9.2567	9.4881	9.7253	9.9684	10.2176
608	8.9301	9.1533	9.3822	9.6167	9.8571	10.1036	10.3561	10.6150
609	9.2946	9.5269	9.7651	10.0093	10.2595	10.5160	10.7789	11.0483
610	9.6761	9.9180	10.1659	10.4201	10.6806	10.9476	11.2213	11.5018
611	10.0623	10.3139	10.5717	10.8360	11.1069	11.3846	11.6692	11.9609
612	10.4943	10.7566	11.0255	11.3012	11.5837	11.8733	12.1701	12.4744
613	10.9322	11.2055	11.4857	11.7728	12.0671	12.3688	12.6780	12.9950
614	11.4071	11.6922	11.9846	12.2842	12.5913	12.9061	13.2287	13.5594
615	11.9154	12.2133	12.5186	12.8316	13.1524	13.4812	13.8182	14.1637
616	12.4466	12.7577	13.0767	13.4036	13.7387	14.0822	14.4342	14.7951
617	13.0118	13.3371	13.6705	14.0123	14.3626	14.7216	15.0897	15.4669
618	13.6120	13.9524	14.3012	14.6587	15.0252	15.4008	15.7858	16.1804
619	14.2485	14.6047	14.9699	15.3441	15.7277	16.1209	16.5239	16.9370
620	14.9069	15.2796	15.6616	16.0531	16.4545	16.8658	17.2875	17.7197
621	15.6308	16.0216	16.4221	16.8327	17.2535	17.6848	18.1270	18.5801
622	16.3866	16.7963	17.2162	17.6466	18.0878	18.5399	19.0034	19.4785
623	17.1812	17.6107	18.0510	18.5023	18.9648	19.4390	19.9249	20.4231
624	18.0367	18.4876	18.9498	19.4236	19.9092	20.4069	20.9171	21.4400
625	18.9350	19.4084	19.8936	20.3910	20.9007	21.4232	21.9588	22.5078
626	19.8883	20.3856	20.8952	21.4176	21.9530	22.5018	23.0644	23.6410
627	20.8989	21.4214	21.9569	22.5058	23.0685	23.6452	24.2363	24.8422

**SECTION 4.** A schedule of standard pay ranges established for positions in which employees are treated as non-exempt from the overtime provisions of FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS**  
**December 17, 2005 – December 15, 2006**

Range	A	B	C	D	E	F	G
602	6.5751	6.7395	6.9080	7.0807	7.2577	7.4392	7.6252
606	7.1753	7.3546	7.5385	7.7270	7.9201	8.1182	8.3211
607	7.4482	7.6344	7.8253	8.0209	8.2215	8.4270	8.6377
608	7.7379	7.9314	8.1297	8.3329	8.5412	8.7548	8.9736
609	8.0538	8.2551	8.4615	8.6730	8.8899	9.1121	9.3399
610	8.3843	8.5939	8.8088	9.0290	9.2547	9.4861	9.7233
611	8.7190	8.9370	9.1604	9.3894	9.6242	9.8648	10.1114
612	9.0933	9.3207	9.5537	9.7925	10.0373	10.2883	10.5455
613	9.4728	9.7096	9.9524	10.2012	10.4562	10.7176	10.9855
614	9.8843	10.1314	10.3847	10.6443	10.9104	11.1831	11.4627
615	10.3247	10.5828	10.8474	11.1186	11.3966	11.6815	11.9735
616	10.7850	11.0546	11.3310	11.6143	11.9046	12.2022	12.5073
617	11.2747	11.5566	11.8455	12.1417	12.4452	12.7563	13.0752
618	11.7949	12.0898	12.3920	12.7018	13.0193	13.3448	13.6784
619	12.3464	12.6550	12.9714	13.2957	13.6281	13.9688	14.3180
620	12.9169	13.2398	13.5708	13.9101	14.2578	14.6143	14.9796
621	13.5442	13.8828	14.2298	14.5856	14.9502	15.3240	15.7071
622	14.1990	14.5540	14.9179	15.2908	15.6731	16.0649	16.4665
623	14.8876	15.2598	15.6412	16.0323	16.4331	16.8439	17.2650
624	15.6289	16.0196	16.4201	16.8306	17.2514	17.6826	18.1247
625	16.4073	16.8174	17.2379	17.6688	18.1105	18.5633	19.0274
626	17.2333	17.6641	18.1058	18.5584	19.0224	19.4979	19.9854
627	18.1090	18.5617	19.0257	19.5014	19.9889	20.4886	21.0009

Range	H	I	J	K	L	M	N	O
602	7.8158	8.0112	8.2115	8.4167	8.6272	8.8428	9.0639	9.2905
606	8.5291	8.7424	8.9609	9.1849	9.4146	9.6499	9.8912	10.1385
607	8.8536	9.0750	9.3018	9.5344	9.7727	10.0171	10.2675	10.5242
608	9.1980	9.4279	9.6636	9.9052	10.1528	10.4067	10.6668	10.9335
609	9.5734	9.8128	10.0581	10.3095	10.5673	10.8314	11.1022	11.3798
610	9.9663	10.2155	10.4709	10.7327	11.0010	11.2760	11.5579	11.8468
611	10.3642	10.6233	10.8888	11.1611	11.4401	11.7261	12.0193	12.3197
612	10.8091	11.0793	11.3563	11.6402	11.9312	12.2295	12.5352	12.8486
613	11.2602	11.5417	11.8302	12.1260	12.4291	12.7399	13.0584	13.3848
614	11.7493	12.0430	12.3441	12.6527	12.9690	13.2932	13.6256	13.9662
615	12.2728	12.5797	12.8942	13.2165	13.5469	13.8856	14.2327	14.5886
616	12.8200	13.1405	13.4690	13.8057	14.1509	14.5046	14.8672	15.2389
617	13.4021	13.7372	14.0806	14.4326	14.7934	15.1633	15.5424	15.9309
618	14.0204	14.3709	14.7302	15.0984	15.4759	15.8628	16.2594	16.6659
619	14.6760	15.0429	15.4189	15.8044	16.1995	16.6045	17.0196	17.4451
620	15.3541	15.7380	16.1314	16.5347	16.9481	17.3718	17.8061	18.2512
621	16.0997	16.5022	16.9148	17.3377	17.7711	18.2154	18.6708	19.1375
622	16.8782	17.3002	17.7327	18.1760	18.6304	19.0961	19.5735	20.0629
623	17.6966	18.1391	18.5925	19.0573	19.5338	20.0221	20.5227	21.0357
624	18.5778	19.0423	19.5183	20.0063	20.5064	21.0191	21.5446	22.0832
625	19.5031	19.9907	20.4904	21.0027	21.5278	22.0659	22.6176	23.1830
626	20.4850	20.9971	21.5220	22.0601	22.6116	23.1769	23.7563	24.3502
627	21.5259	22.0640	22.6156	23.1810	23.7606	24.3546	24.9634	25.5875

**SECTION 4.** A schedule of standard pay ranges established for positions in which employees are treated as non-exempt from the overtime provisions of FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS**  
**December 16, 2006 - December 14, 2007**

Range	A	B	C	D	E	F	G
602	6.7724	6.9417	7.1153	7.2931	7.4755	7.6623	7.8539
606	7.3905	7.5753	7.7647	7.9588	8.1578	8.3617	8.5707
607	7.6717	7.8635	8.0601	8.2616	8.4681	8.6798	8.8968
608	7.9701	8.1693	8.3736	8.5829	8.7975	9.0174	9.2428
609	8.2954	8.5028	8.7154	8.9332	9.1566	9.3855	9.6201
610	8.6359	8.8518	9.0731	9.2999	9.5324	9.7707	10.0150
611	8.9806	9.2051	9.4352	9.6711	9.9129	10.1607	10.4147
612	9.3661	9.6003	9.8403	10.0863	10.3384	10.5969	10.8618
613	9.7570	10.0009	10.2509	10.5072	10.7699	11.0391	11.3151
614	10.1808	10.4353	10.6962	10.9636	11.2377	11.5186	11.8066
615	10.6345	10.9003	11.1728	11.4522	11.7385	12.0319	12.3327
616	11.1086	11.3863	11.6709	11.9627	12.2618	12.5683	12.8825
617	11.6130	11.9033	12.2009	12.5059	12.8186	13.1390	13.4675
618	12.1487	12.4524	12.7638	13.0829	13.4099	13.7452	14.0888
619	12.7168	13.0347	13.3606	13.6946	14.0369	14.3879	14.7476
620	13.3044	13.6370	13.9779	14.3274	14.6856	15.0527	15.4290
621	13.9505	14.2992	14.6567	15.0231	15.3987	15.7837	16.1783
622	14.6250	14.9906	15.3654	15.7495	16.1433	16.5469	16.9605
623	15.3342	15.7175	16.1105	16.5132	16.9261	17.3492	17.7830
624	16.0977	16.5002	16.9127	17.3355	17.7689	18.2131	18.6685
625	16.8995	17.3220	17.7550	18.1989	18.6539	19.1202	19.5982
626	17.7503	18.1941	18.6489	19.1151	19.5930	20.0829	20.5849
627	18.6522	19.1186	19.5965	20.0864	20.5886	21.1033	21.6309

Range	H	I	J	K	L	M	N	O
602	8.0503	8.2515	8.4578	8.6692	8.8860	9.1081	9.3358	9.5692
606	8.7850	9.0046	9.2297	9.4605	9.6970	9.9394	10.1879	10.4426
607	9.1192	9.3472	9.5809	9.8204	10.0659	10.3176	10.5755	10.8399
608	9.4739	9.7108	9.9535	10.2024	10.4574	10.7189	10.9868	11.2615
609	9.8606	10.1071	10.3598	10.6188	10.8843	11.1564	11.4353	11.7212
610	10.2653	10.5220	10.7850	11.0546	11.3310	11.6143	11.9046	12.2023
611	10.6751	10.9420	11.2155	11.4959	11.7833	12.0779	12.3798	12.6893
612	11.1334	11.4117	11.6970	11.9894	12.2892	12.5964	12.9113	13.2341
613	11.5980	11.8879	12.1851	12.4898	12.8020	13.1221	13.4501	13.7864
614	12.1018	12.4043	12.7144	13.0323	13.3581	13.6920	14.0343	14.3852
615	12.6410	12.9571	13.2810	13.6130	13.9533	14.3022	14.6597	15.0262
616	13.2046	13.5347	13.8731	14.2199	14.5754	14.9398	15.3133	15.6961
617	13.8042	14.1493	14.5030	14.8656	15.2372	15.6182	16.0086	16.4088
618	14.4410	14.8020	15.1721	15.5514	15.9402	16.3387	16.7472	17.1658
619	15.1163	15.4942	15.8815	16.2786	16.6855	17.1027	17.5302	17.9685
620	15.8148	16.2101	16.6154	17.0308	17.4565	17.8929	18.3403	18.7988
621	16.5827	16.9973	17.4222	17.8578	18.3042	18.7618	19.2309	19.7117
622	17.3846	17.8192	18.2646	18.7213	19.1893	19.6690	20.1608	20.6648
623	18.2275	18.6832	19.1503	19.6291	20.1198	20.6228	21.1384	21.6668
624	19.1352	19.6135	20.1039	20.6065	21.1216	21.6497	22.1909	22.7457
625	20.0882	20.5904	21.1051	21.6328	22.1736	22.7279	23.2961	23.8785
626	21.0995	21.6270	22.1677	22.7219	23.2900	23.8722	24.4690	25.0807
627	22.1717	22.7260	23.2941	23.8765	24.4734	25.0852	25.7123	26.3551

**SECTION 4.** A schedule of standard pay ranges established for positions in which employees are treated as non-exempt from the overtime provisions of FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS  
December 18, 2004 – December 16, 2005**

Range	A	B	C	D	E	F	G
691*							
24 Hour Shift	10.3438	10.6023	10.8674	11.1391	11.4177	11.7031	11.9956
40 Hour Week	14.4813	14.8433	15.2143	15.5947	15.9846	16.3842	16.7938
692*							
24 Hour Shift	11.3781	11.6626	11.9542	12.2531	12.5593	12.8734	13.1951
40 Hour Week	15.9294	16.3276	16.7359	17.1542	17.5830	18.0226	18.4733
693*							
24 Hour Shift	11.9510	12.2498	12.5560	12.8699	13.1916	13.5214	13.8595
40 Hour Week	16.7313	17.1497	17.5784	18.0179	18.4683	18.9301	19.4032
694*							
24 Hour Shift	12.5583	12.8721	13.1940	13.5239	13.8619	14.2085	14.5637
40 Hour Week	17.5816	18.0211	18.4716	18.9334	19.4066	19.8919	20.3892

Range	H	I	J	K	L	M	N	O
691*								
24 Hour Shift	12.2955	12.6029	12.9180	13.2410	13.5719	13.9112	14.2589	14.6154
40 Hour Week	17.2137	17.6440	18.0852	18.5372	19.0006	19.4758	19.9625	20.4616
692*								
24 Hour Shift	13.5250	13.8632	14.2097	14.5650	14.9291	15.3023	15.6848	16.0771
40 Hour Week	18.9351	19.4084	19.8936	20.3910	20.9008	21.4232	21.9588	22.5079
693*								
24 Hour Shift	14.2060	14.5611	14.9251	15.2983	15.6807	16.0727	16.4745	16.8864
40 Hour Week	19.8884	20.3856	20.8952	21.4175	21.9530	22.5019	23.0644	23.6410
694*								
24 Hour Shift	14.9278	15.3011	15.6836	16.0756	16.4775	16.8894	17.3117	17.7444
40 Hour Week	20.8989	21.4214	21.9569	22.5058	23.0684	23.6452	24.2363	24.8423

\* Hourly rates in this pay range that are designated "24 Hour Shift" are for **airport safety** positions assigned to work 24 hour shifts with schedules based on a 27 day work period. The rates designated "40 Hour Week" are provided to accommodate the need to assign an employee in a position classification prescribed to one of these ranges to a duty requiring that work be performed during a 40 hour per week schedule.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS**  
**December 17, 2005 – December 15, 2006**

Range	A	B	C	D	E	F	G
691*							
24 Hour Shift	10.6541	10.9204	11.1934	11.4733	11.7602	12.0542	12.3555
40 Hour Week	14.9157	15.2886	15.6708	16.0626	16.4641	16.8757	17.2977
692*							
24 Hour Shift	11.7194	12.0125	12.3128	12.6207	12.9361	13.2596	13.5910
40 Hour Week	16.4072	16.8174	17.2379	17.6689	18.1105	18.5633	19.0275
693*							
24 Hour Shift	12.3095	12.6173	12.9327	13.2559	13.5874	13.9271	14.2753
40 Hour Week	17.2333	17.6642	18.1057	18.5584	19.0224	19.4980	19.9853
694*							
24 Hour Shift	12.9350	13.2583	13.5898	13.9296	14.2778	14.6348	15.0006
40 Hour Week	18.1090	18.5617	19.0258	19.5014	19.9888	20.4886	21.0008

Range	H	I	J	K	L	M	N	O
691*								
24 Hour Shift	12.6644	12.9810	13.3055	13.6382	13.9791	14.3285	14.6867	15.0539
40 Hour Week	17.7301	18.1733	18.6277	19.0933	19.5706	20.0600	20.5614	21.0754
692*								
24 Hour Shift	13.9308	14.2791	14.6360	15.0020	15.3770	15.7614	16.1554	16.5594
40 Hour Week	19.5032	19.9906	20.4904	21.0027	21.5278	22.0659	22.6175	23.1831
693*								
24 Hour Shift	14.6321	14.9979	15.3729	15.7572	16.1511	16.5549	16.9688	17.3930
40 Hour Week	20.4850	20.9971	21.5221	22.0600	22.6116	23.1770	23.7563	24.3502
694*								
24 Hour Shift	15.3756	15.7601	16.1541	16.5579	16.9719	17.3961	17.8311	18.2768
40 Hour Week	21.5259	22.0641	22.6156	23.1810	23.7604	24.3546	24.9634	25.5875

\* Hourly rates in this pay range that are designated "24 Hour Shift" are for **airport safety** positions assigned to work 24 hour shifts with schedules based on a 27 day work period. The rates designated "40 Hour Week" are provided to accommodate the need to assign an employee in a position classification prescribed to one of these ranges to a duty requiring that work be performed during a 40 hour per week schedule.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS**  
**December 16, 2006 – December 14, 2007**

Range	A	B	C	D	E	F	G
691*							
24 Hour Shift	10.9737	11.2480	11.5293	11.8175	12.1130	12.4158	12.7261
40 Hour Week	15.3632	15.7473	16.1409	16.5444	16.9580	17.3820	17.8166
692*							
24 Hour Shift	12.0710	12.3728	12.6822	12.9993	13.3242	13.6573	13.9987
40 Hour Week	16.8995	17.3219	17.7551	18.1989	18.6538	19.1202	19.5983
693*							
24 Hour Shift	12.6788	12.9958	13.3207	13.6536	13.9950	14.3449	14.7035
40 Hour Week	17.7503	18.1941	18.6489	19.1152	19.5930	20.0829	20.5849
694*							
24 Hour Shift	13.3231	13.6560	13.9975	14.3475	14.7061	15.0738	15.4506
40 Hour Week	18.6523	19.1186	19.5965	20.0864	20.5885	21.1033	21.6309

Range	H	I	J	K	L	M	N	O
691*								
24 Hour Shift	13.0443	13.3704	13.7047	14.0473	14.3984	14.7584	15.1273	15.5055
40 Hour Week	18.2620	18.7185	19.1865	19.6661	20.1578	20.6618	21.1783	21.7077
692*								
24 Hour Shift	14.3487	14.7074	15.0750	15.4520	15.8383	16.2342	16.6400	17.0562
40 Hour Week	20.0883	20.5904	21.1051	21.6328	22.1736	22.7278	23.2961	23.8786
693*								
24 Hour Shift	15.0711	15.4479	15.8341	16.2299	16.6357	17.0516	17.4778	17.9148
40 Hour Week	21.0996	21.6270	22.1677	22.7218	23.2899	23.8723	24.4690	25.0807
694*								
24 Hour Shift	15.8369	16.2329	16.6387	17.0546	17.4810	17.9180	18.3660	18.8251
40 Hour Week	22.1716	22.7260	23.2941	23.8764	24.4733	25.0852	25.7123	26.3552

\* Hourly rates in this pay range that are designated "24 Hour Shift" are for **airport safety** positions assigned to work 24 hour shifts with schedules based on a 27 day work period. The rates designated "40 Hour Week" are provided to accommodate the need to assign an employee in a position classification prescribed to one of these ranges to a duty requiring that work be performed during a 40 hour per week schedule.

**SECTION 5.** A schedule of standard pay ranges established for commissioned and non-commissioned positions in the Police Department that are represented by the ***Fraternal Order of Police*** and in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS**

**December 20, 2003 – December 17, 2004**

Range	A	B	C	D	E	F	G
710	12.5557	12.8695	13.1913	13.5211	13.8591	14.2056	14.5607
711	13.3081	13.6408	13.9818	14.3314	14.6896	15.0569	15.4333
712	14.1661	14.5203	14.8833	15.2554	15.6367	16.0277	16.4284
714	15.1806	15.5601	15.9492	16.3479	16.7566	17.1755	17.6049
722	15.9858	---	---	---	---	---	---
723	16.7391	17.1575	17.5865	18.0261	18.4768	18.9387	19.4122
724	18.3900	18.8498	19.3210	19.8040	20.2991	20.8066	21.3268
725*	18.7795	19.2490	19.7302	20.2235	20.7291	21.2473	21.7785
727*	19.8303	20.3260	20.8343	21.3551	21.8889	22.4362	22.9971

Range	H	I	J	K	L	M	N	O
710	14.9247	15.2978	15.6803	16.0723	16.4741	16.8860	17.3081	17.7408
711	15.8191	16.2146	16.6200	17.0355	17.4614	17.8979	18.3453	18.8040
712	16.8391	17.2600	17.6915	18.1338	18.5872	19.0519	19.5282	20.0164
714	18.0450	18.4961	18.9585	19.4325	19.9183	20.4163	20.9267	21.4498
722	---	---	---	---	---	---	---	---
723	19.8975	20.3949	20.9048	21.4274	21.9631	22.5122	23.0750	23.6519
724	21.8599	22.4064	22.9666	23.5408	24.1293	24.7325	25.3508	25.9846
725*	22.3229	22.8810	23.4530	24.0394	24.6403	25.2563	25.8878	26.5350
727*	23.5720	24.1613	24.7654	25.3844	26.0190	26.6697	27.3364	28.0197

\*Hourly rates in this pay range are for law enforcement positions assigned to work 42.5-hour schedules based on a 7-day work period.

**December 18, 2004 – December 16, 2005**

Range	A	B	C	D	E	F	G
710	12.9323	13.2556	13.5870	13.9267	14.2749	14.6317	14.9975
711	13.7073	14.0500	14.4013	14.7613	15.1303	15.5086	15.8963
712	14.5911	14.9559	15.3298	15.7130	16.1058	16.5085	16.9212
714	15.6361	16.0270	16.4276	16.8383	17.2593	17.6908	18.1330
722	16.4654	---	---	---	---	---	---
723	17.2412	17.6723	18.1141	18.5669	19.0311	19.5069	19.9945
724	18.9417	19.4153	19.9006	20.3982	20.9081	21.4308	21.9666
725*	19.3429	19.8265	20.3221	20.8302	21.3509	21.8847	22.4318
727*	20.4253	20.9358	21.4593	21.9958	22.5456	23.1093	23.6870

Range	H	I	J	K	L	M	N	O
710	15.3725	15.7568	16.1507	16.5545	16.9683	17.3925	17.8274	18.2730
711	16.2937	16.7011	17.1186	17.5465	17.9852	18.4348	18.8957	19.3681
712	17.3442	17.7778	18.2223	18.6778	19.1448	19.6234	20.1140	20.6168
714	18.5864	19.0510	19.5273	20.0155	20.5159	21.0288	21.5545	22.0933
722	---	---	---	---	---	---	---	---
723	20.4944	21.0068	21.5319	22.0702	22.6220	23.1875	23.7672	24.3614
724	22.5157	23.0786	23.6556	24.2470	24.8532	25.4745	26.1114	26.7641
725*	22.9926	23.5674	24.1566	24.7605	25.3796	26.0140	26.6644	27.3310
727*	24.2791	24.8862	25.5084	26.1460	26.7996	27.4697	28.1564	28.8603

\*Hourly rates in this pay range are for law enforcement positions assigned to work 42.5-hour schedules based on a 7-day work period.



**SECTION 5.** A schedule of standard pay ranges established for commissioned and non-commissioned positions in the Police Department that are represented by the ***Fraternal Order of Police*** and in which employees are treated as non-exempt from the overtime provisions of the FLSA.

**December 17, 2005 – December 15, 2006**

Range	A	B	C	D	E	F	G
710	13.3203	13.6533	13.9946	14.3445	14.7031	15.0707	15.4475
711	14.1186	14.4715	14.8333	15.2041	15.5842	15.9738	16.3732
712	15.0288	15.4046	15.7897	16.1844	16.5890	17.0037	17.4288
714	16.1051	16.5078	16.9205	17.3435	17.7771	18.2215	18.6770
722	16.9593	---	---	---	---	---	---
723	17.7585	18.2024	18.6575	19.1239	19.6020	20.0921	20.5944
724	19.5100	19.9977	20.4977	21.0101	21.5354	22.0737	22.6256
725*	19.9232	20.4213	20.9318	21.4551	21.9915	22.5412	23.1048
727*	21.0380	21.5639	22.1031	22.6557	23.2220	23.8026	24.3976

Range	H	I	J	K	L	M	N	O
710	15.8336	16.2295	16.6352	17.0511	17.4774	17.9143	18.3622	18.8212
711	16.7825	17.2021	17.6321	18.0729	18.5248	18.9879	19.4626	19.9491
712	17.8646	18.3112	18.7690	19.2382	19.7191	20.2121	20.7174	21.2354
714	19.1439	19.6225	20.1131	20.6159	21.1313	21.6596	22.2011	22.7561
722	---	---	---	---	---	---	---	---
723	21.1092	21.6370	22.1779	22.7323	23.3007	23.8832	24.4802	25.0923
724	23.1912	23.7710	24.3653	24.9744	25.5988	26.2387	26.8947	27.5671
725*	23.6824	24.2745	24.8813	25.5034	26.1409	26.7945	27.4643	28.1509
727*	25.0075	25.6327	26.2736	26.9303	27.6036	28.2938	29.0011	29.7261

\*Hourly rates in this pay range are for law enforcement positions assigned to work 42.5-hour schedules based on a 7-day work period.

**SECTION 6.** A schedule of standard pay ranges established for commissioned positions in the ***Fire Department*** in which employees are treated as non-exempt from the overtime provisions of FLSA.

**SCHEDULE OF STANDARD PAY RANGES IN HOURLY AMOUNTS**

**December 20, 2003 – December 17, 2004**

Range	A	B	C	D	E	F	G
821	13.6397	---	---	---	---	---	---
824	17.2046	17.6348	18.0756	18.5275	18.9907	19.4655	19.9521
827* 24 Hr.	13.6255	13.9661	14.3153	14.6731	15.0400	15.4160	15.8014
827* 40 Hr.	19.0756	19.5525	20.0414	20.5424	21.0559	21.5823	22.1219
891* 24 Hr	11.1191	11.3971	11.6820	11.9741	12.2734	12.5802	12.8948
891* 40 Hr	15.5667	15.9559	16.3548	16.7637	17.1828	17.6123	18.0527
892* 24 Hr	12.2890	12.5963	12.9112	13.2339	13.5648	13.9039	14.2515
892* 40 Hr.	17.2046	17.6348	18.0756	18.5275	18.9907	19.4655	19.9521
893* 24 Hr.	13.6255	13.9661	14.3153	14.6731	15.0400	15.4160	15.8014
893* 40 Hr.	19.0756	19.5525	20.0414	20.5424	21.0559	21.5823	22.1219

**SECTION 6.** A schedule of standard pay ranges established for commissioned positions in the **Fire Department** in which employees are treated as non-exempt from the overtime provisions of FLSA.

**December 20, 2003 – December 17, 2004**

Range	H	I	J	K	L	M	N	O
821	---	---	---	---	---	---	---	---
824	20.4509	20.9622	21.4862	22.0234	22.5740	23.1383	23.7168	24.3097
827* 24 Hr.	16.1964	16.6013	17.0163	17.4417	17.8778	18.3247	18.7828	19.2524
827* 40 Hr.	22.6749	23.2418	23.8229	24.4184	25.0289	25.6546	26.2960	26.9534
891* 24 Hr.	13.2171	13.5475	13.8862	14.2334	14.5892	14.9540	15.3278	15.7110
891* 40 Hr.	18.5040	18.9666	19.4407	19.9268	20.4249	20.9355	21.4589	21.9954
892* 24 Hr.	14.6078	14.9730	15.3473	15.7310	16.1243	16.5274	16.9406	17.3641
892* 40 Hr.	20.4509	20.9622	21.4862	22.0234	22.5740	23.1383	23.7168	24.3097
893* 24 Hr.	16.1964	16.6013	17.0163	17.4417	17.8778	18.3247	18.7828	19.2524
893* 40 Hr.	22.6749	23.2418	23.8229	24.4184	25.0289	25.6546	26.2960	26.9534

\*Hourly rates in this pay range that are designated “24 Hour Shift” are for fire protection positions assigned to work hour shifts with schedules based on a 27 day work period. The rates designated “40 Hour Week” are provided to accommodate the need to assign an employee in a position classification prescribed to one of these ranges to a duty requiring that work be performed during a 40 hour per week schedule.

**December 18, 2004 – December 16, 2005**

Range	A	B	C	D	E	F	G
821	14.0489	---	---	---	---	---	---
824	17.7208	18.1638	18.6179	19.0833	19.5604	20.0494	20.5507
827* 24 Hr.	14.0342	14.3851	14.7447	15.1133	15.4912	15.8784	16.2754
827* 40 Hr.	19.6479	20.1391	20.6426	21.1587	21.6876	22.2298	22.7856
891* 24 Hr.	11.4527	11.7390	12.0325	12.3333	12.6416	12.9577	13.2816
891* 40 Hr.	16.0337	16.4346	16.8455	17.2666	17.6983	18.1407	18.5942
892* 24 Hr.	12.6577	12.9741	13.2985	13.6310	13.9717	14.3210	14.6791
892* 40 Hr.	17.7208	18.1638	18.6179	19.0833	19.5604	20.0494	20.5507
893* 24 Hr.	14.0342	14.3851	14.7447	15.1133	15.4912	15.8784	16.2754
893* 40 Hr.	19.6479	20.1391	20.6426	21.1587	21.6876	22.2298	22.7856

Range	H	I	J	K	L	M	N	O
821	---	---	---	---	---	---	---	---
824	21.0644	21.5911	22.1308	22.6841	23.2512	23.8325	24.4283	25.0390
827* 24 Hr.	16.6823	17.0993	17.5268	17.9650	18.4141	18.8745	19.3463	19.8300
827* 40 Hr.	23.3552	23.9391	24.5376	25.1510	25.7798	26.4243	27.0849	27.7620
891* 24 Hr.	13.6136	13.9540	14.3028	14.6604	15.0269	15.4026	15.7876	16.1823
891* 40 Hr.	19.0591	19.5356	20.0240	20.5246	21.0377	21.5636	22.1027	22.6553
892* 24 Hr.	15.0460	15.4222	15.8077	16.2029	16.6080	17.0232	17.4488	17.8850
892* 40 Hr.	21.0644	21.5911	22.1308	22.6841	23.2512	23.8325	24.4283	25.0390
893* 24 Hr.	16.6823	17.0993	17.5268	17.9650	18.4141	18.8745	19.3463	19.8300
893* 40 Hr.	23.3552	23.9391	24.5376	25.1510	25.7798	26.4243	27.0849	27.7620

\*Hourly rates in this pay range that are designated “24 Hour Shift” are for fire protection positions assigned to work hour shifts with schedules based on a 27 day work period. The rates designated “40 Hour Week” are provided to accommodate the need to assign an employee in a position classification prescribed to one of these ranges to a duty requiring that work be performed during a 40 hour per week schedule.

**SECTION 6.** A schedule of standard pay ranges established for commissioned positions in the **Fire Department** in which employees are treated as non-exempt from the overtime provisions of FLSA

**December 17, 2005 – December 15, 2006**

Range	A	B	C	D	E	F	G
821	14.4704	---	---	---	---	---	---
824	18.2524	18.7087	19.1764	19.6558	20.1472	20.6509	21.1672
827* 24 Hr.	14.4553	14.8166	15.1870	15.5667	15.9559	16.3548	16.7637
827* 40 Hr.	20.2374	20.7433	21.2619	21.7934	22.3383	22.8967	23.4691
891* 24 Hr	11.7963	12.0912	12.3934	12.7033	13.0209	13.3464	13.6800
891* 40 Hr	16.5148	16.9276	17.3508	17.7846	18.2292	18.6849	19.1521
892* 24 Hr	13.0374	13.3634	13.6975	14.0399	14.3909	14.7507	15.1194
892* 40 Hr.	18.2524	18.7087	19.1764	19.6558	20.1472	20.6509	21.1672
893* 24 Hr.	14.4553	14.8166	15.1870	15.5667	15.9559	16.3548	16.7637
893* 40 Hr.	20.2374	20.7433	21.2619	21.7934	22.3383	22.8967	23.4691

Range	H	I	J	K	L	M	N	O
821	---	---	---	---	---	---	---	---
824	21.6964	22.2388	22.7948	23.3646	23.9487	24.5475	25.1611	25.7902
827* 24 Hr.	17.1828	17.6123	18.0526	18.5039	18.9665	19.4407	19.9267	20.4249
827* 40 Hr.	24.0559	24.6572	25.2737	25.9055	26.5532	27.2170	27.8974	28.5948
891* 24 Hr	14.0220	14.3726	14.7319	15.1002	15.4777	15.8647	16.2613	16.6678
891* 40 Hr	19.6309	20.1216	20.6247	21.1403	21.6688	22.2105	22.7658	23.3349
892* 24 Hr	15.4974	15.8848	16.2820	16.6890	17.1062	17.5339	17.9722	18.4216
892 *40 Hr.	21.6964	22.2388	22.7948	23.3646	23.9487	24.5475	25.1611	25.7902
893* 24 Hr.	17.1828	17.6123	18.0526	18.5039	18.9665	19.4407	19.9267	20.4249
893* 40 Hr.	24.0559	24.6572	25.2737	25.9055	26.5532	27.2170	27.8974	28.5948

\*Hourly rates in this pay range that are designated “24 Hour Shift” are for fire protection positions assigned to work hour shifts with schedules based on a 27 day work period. The rates designated “40 Hour Week” are provided to accommodate the need to assign an employee in a position classification prescribed to one of these ranges to a duty requiring that work be performed during a 40 hour per week schedule.

**SECTION 7.** The following pay rates are established for commissioned positions in the **Fire Department** that are exempt from the overtime provisions of the Fair Labor Standards Act (FLSA). Wages are expressed in minimum, midpoint and maximum annual rates.

Pay Range	2005 Minimum	2005 Midpoint	2005 Maximum
829	48,253	58,488	68,723

**SECTION 8.** The following pay rates are established for the **Exempt Pay** Plan. Wages are expressed in minimum, midpoint and maximum annual rates.

Pay Range	2005 Minimum	2005 Midpoint	2005 Maximum
120	32,595	40,369	48,143
119	34,877	43,195	51,512
118	37,316	46,217	55,118
117	39,928	49,453	58,978
116	42,725	52,915	63,105
115	45,717	56,621	67,524
114	48,918	60,584	72,249
113	52,339	64,821	77,303
112	56,005	69,362	82,718
111	59,924	74,216	88,508

**SECTION 9.** The following pay rates are established for the ***Management Pay*** Plan. Wages are expressed in minimum, midpoint and maximum annual rates.

Pay Range	2005 Minimum	2005 midpoint	2005 maximum
007	51,927	73,443	94,959
006	64,509	83,296	102,083
005	69,347	89,543	109,738
004	74,543	96,257	117,970
003	80,137	103,477	126,817
002	86,145	113,193	140,241
001	114,168	147,420	180,671

## **SECTION 10. Other Provisions**

- a. Rates and method of compensation for the judges of the municipal court.
  - (1) The Municipal Court Judge position is established at pay range 006 of the Management Pay Plan. The beginning salary shall be determined by the City Council at the time the person is appointed.
  - (2) The Municipal Court Judge position shall be eligible for all benefits provided to full-time exempt City employees.
  - (3) Each Municipal Court Judge shall be evaluated annually by the City. At the time of the evaluation, the City Council may determine that the Municipal Court Judge should receive a salary increase, up to a total salary not to exceed the maximum of the pay range.
  - (4) The judge designated as the “administrative judge” shall receive additional compensation of \$3,000 annually, prorated and paid biweekly, for assuming responsibilities defined in the ordinances of the City and Rules of Practice and Procedure of the Municipal Court.
  - (5) The compensation for Judges Pro-Tempore of the Municipal Court is established per Ordinance 40-995 at a rate not to exceed \$200.00 per day for service of an entire day and not to exceed \$75.00 for service of one-half (1/2) day or any part thereof.
- b. Unless otherwise indicated in the schedule contained in Sections 1 through 9 above, the pay ranges enumerated in said Sections shall constitute the total pay received by employees, subject to the following exceptions:
  - (1) Commissioned officers of the Police Department who are required to wear uniforms while on duty may, at the discretion of the City Manager, during their first year of employment, be issued a complete uniform as prescribed in accordance with a uniform allowance program promulgated and administered by the City Manager, which program may be revised and amended. All uniform items issued under the uniform program shall remain the property of the City of Wichita.
  - (2) Commissioned Police Department Personnel, as well as Traffic Safety Officers, Warrant Officers, Station Clerks, and Crime Scene Investigators shall be allowed up to a maximum of \$500.00 annually in department credit or vouchers for replacement of uniforms and/or civilian attire in accordance with departmental policy. This provision does not apply to positions in the Management Pay Plan or to those civilianized positions that are not required to be in uniform.
  - (3) All members of the Reserve Police Force may, at the discretion of the City Manager, be paid up to but not exceeding the sum of \$60.00 per year, in accordance with the clothing maintenance and allowance program promulgated and administered by the City Manager, which program may be revised and amended.

- (4) Commissioned officers of the Fire Department who are required to wear uniforms while on duty may, at the discretion of the City Manager, be paid up to but not exceeding the additional sum of \$400.00 per year, in accordance with the uniform maintenance and allowance program promulgated, administered, and subject to revision and amendment by the City Manager. This provision will not apply to positions in the Management Pay Plan.

Protective clothing will be furnished to such members of the Fire Department as may be designated by the Director of the Department. Protective clothing shall include bunkers, coats, boots, and any other items which the City Manager may authorize.

- (5) Uniforms may be prescribed for employees in positions whose duties bring them in frequent contact with the public. Department directors may acquire, with approval of the City Manager, uniforms within budgeted amounts.
- (6) Service Officer's in the Police Department shall be allowed up to a maximum of \$375.00 annually in department credit or vouchers for replacement of uniforms in accordance with Departmental Policy. No allowance shall be paid in the year of initial uniform issue or any subsequent year in which all new uniforms are issued.

The City Manager may approve an annual uniform allowance or credit vouchers up to a maximum of \$125.00 for other noncommissioned City employees required to wear a standardized uniform in the performance of their assigned duties. The allowance will vary depending upon the actual costs of replacing different kinds of uniforms and departmental policy. The City Manager shall determine which positions will require such uniforms and may revise and amend such determination at his/her discretion.

Reimbursement shall be made to eligible employees, of an amount not to exceed \$100.00, expended for safety boots that meet the specifications set by the City. The City Manager shall determine which positions are eligible and may revise and amend such determination at his/her discretion.

- (7) Commissioned officers of the Police Department who have received a degree from a four-year college or university will receive \$100.00 per month for a bachelor's degree or \$125 per month for a master's degree. The degree must be in Administration of Justice, a related field, or be approved by the Department Director and the City Manager. This provision does not apply to Management Pay Plan positions.
- (8) Police Department personnel who are assigned to duty requiring regular and frequent aerial flights shall be entitled to Hazardous Duty pay not to exceed \$100.00 per month for each month in which at least twenty (20) flight hours are logged, under a special allowance program promulgated and administered by the City Manager, which program may be revised and amended at his/her discretion. Police Department personnel who are certified/trained and assigned to bomb duty, clandestine labs, canine and SWAT duty, shall be compensated in addition to their regular pay, \$50.00 per pay period.
- (9) Police Officers who are assigned to Field Training Officer duty shall be entitled to an additional \$0.60 per hour while actually assigned to the training of newly commissioned officers and newly commissioned reserve police officers. This shall occur only during the eleven week training cycle established for such new officers (or such training cycle as may be approved by the Chief of Police). Police Sergeants who are designated as a Police Field Training Sergeant shall be entitled to an additional \$0.50 per hour while actually assigned to supervise the training of newly commissioned officers and newly commissioned reserve police officers. This pay shall only occur during the eleven week training cycle established for such new officers ( or such training cycle as may be approved by the Chief of Police).
- (10) Airport Safety personnel, and, if not commissioned, the incumbent of the Coordinator of Fire and Medical Rescue Service will receive \$35.00 per pay period in addition to their base pay upon satisfactory completion of an accredited Emergency Medical Technician course.

- (11) Shift differential will be paid at a rate of \$.55 per hour for hours actually worked between 6:00 p.m. and 6:00 a.m. for full-time non-exempt employees represented by the Service Employees' Union or by Employees' Council.

The following work times will be used to differentiate between shifts for employees represented by the International Association of Fire Fighters:

1st Shift: From 4:00 a.m. to 2:59 p.m.  
2nd Shift: From 3:00 p.m. to 9:59 p.m.  
3rd Shift: From 10:00 p.m. to 3:59 a.m.

The following work times will be used to differentiate between shifts for employees represented by the Fraternal Order of Police

1st Shift: From 4:00 a.m. to 1:59 p.m.  
2nd Shift: From 2:00 a.m. to 9:59 p.m.  
3rd Shift: From 10:00 p.m. to 3:59 a.m.

Employees represented by the Fraternal Order of Police shall receive \$.55 per hour shift differential for 2nd and 3rd shift, in addition to regular wages.

Employees of the Fire Department represented by the International Association of Fire Fighters who work a 40 hour week will receive \$.15 per hour differential for 2nd shift and \$.25 per hour for 3rd shift.

- (12) An employee who is put on standby status shall be compensated at the rate of **\$0.75** per hour for every hour on standby status.
- (13) Allowance for traveling expenses or for the use of personally owned automobiles or trucks may be made by the City Manager; and such other expenses incurred in, and as part of, official City business as shall be authorized and approved by the City Manager.

Any subsistence furnished employees shall be deducted from the gross pay in the amount of the equivalent cash value as determined by the City Manager.

- (14) In recognition of long and faithful service the City Manager may approve longevity pay for certain employees in addition to other remuneration received. Such payments may commence upon the completion of six years total accumulative municipal employment, and continue each year thereafter so long as an employee shall remain in the active service of the City. The payment shall be an amount not to exceed \$2.00, times the total years of service, per month, e.g., (2.00 X 10 years of service = \$20.00 per month payment.) For employees with over eleven years accumulative municipal employment, the payment shall be \$4.00 times the total years of service per month, e.g. \$4.00 times 12 years of service = \$48.00 per month in payment.
- (15) At the discretion of the City Manager, the maximum of a pay range may be exceeded by not more than 10% for a specified period of time to compensate any Department Director if broader or higher level administrative responsibility is regularly assigned to that position.
- (16) The Appointing Authority may authorize compensation to employees serving in an acting capacity, at the pay range of such position being filled, when such acting capacity is expected to exceed four (4) weeks, or in accordance with approved Memoranda of Agreement with recognized employee organizations.

- (17) If an employee moves into a new classification due to a reclassification, or if an employee receives a pay range reduction, and if the employee's pay is more than the maximum pay in the new range, the employee's pay will be reduced to the maximum for the new pay range, or the employee may, at the discretion of the City Manager, continue to be paid at his/her current rate. Such employees may not receive further merit or cost of living increases until the pay range equals or exceeds the amount paid the employee.

If an employee moves into a higher classification due to a reclassification, and if the employee's pay falls below the minimum of the new range, the employee's pay will be increased to the minimum for the new pay range, or the employee may, at the discretion of the City Manager, continue to be paid at his/her current rate for up to six months following the reclassification.

- c. Compensation for Outreach Workers assigned, as facilitators for the Weekend Intervention Program will be a minimum of \$50.00 to a maximum of \$200.00 per presentation. The amount of compensation shall be based upon the employee's education and experience and approved by the City Manager.
- d. In addition to the compensation provided for above, there shall be paid to each employee coming within the provisions of the Kansas Workers' Compensation Act during any period of total disability compensable under said Act for a period not exceeding 90 consecutive calendar days from date of injury, his/her net pay less compensation payments received under the provisions of said Act.
- e. The City Manager shall certify the classification and compensation of each employee of the City of Wichita, and any change of classification or compensation of any employee.
- f. The City Manager shall formulate such rules and regulations as shall be necessary to carry out the purposes and intent of this Ordinance, and to establish equitable conditions of employment under the various departments and employees, including all available employee benefits.
- g. The Personnel Director shall keep permanent records of the certification of classification and payment as is provided for in this Ordinance.
- h. The City Manager is authorized to adjust the scheduled pay ranges for specific positions, in an amount not to exceed 10%, to avoid inequities or address compression issues which may arise. In the event the City Manager exercises this authority to adjust the pay ranges, he/she shall make available to the City Council, upon request, information regarding such adjustment, and such adjustments shall be reflected in future general ordinances establishing position classifications and pay rates.
- i. If the City Manager of the City of Wichita should decide to create a new classification of positions and prescribe payments for such classifications, he/she shall make available a statement of the duties and responsibilities of such classification, together with the proposed compensation for such classification to the City Council upon request.
- j. The City of Wichita is hereby authorized to withhold from the salaries and wages of its employees such sums as they may designate.
- k. Actual salaries for positions that are exempt from the overtime provisions of the Fair Labor Standards Act (FLSA) will be determined as follows:
  - (1) The City Manager is authorized to establish pay plans for employees who are exempt from the provisions of the Fair Labor Standards Act. The Appointing Authority shall determine the actual pay for each position within the minimum and maximum pay levels for the position.
  - (2) The City Manager's salary shall be determined at the discretion of the City Council within the minimum and maximum pay levels for the position.

- I. Any compensation granted as a bonus or one-time payment to an employee in any retirement plan will not be subject to retirement withholding nor will it be included in the final average salary of a retiring employee.
- m. Nothing in this Section shall be construed in any way to limit the administrative discretion of the City Manager to, within budgetary limits, increase or decrease pay rates of individual positions within the pay ranges prescribed for the position classifications, provided the certification is made to the Personnel Director as provided herein.

**SECTION 11.** A listing of the position classifications and their pay ranges, as reflected in the current salary ordinance, is provided by appendix to this Section.

ADOPTED at Wichita, Kansas, this 21<sup>st</sup> Day of December, 2004.

\_\_\_\_\_  
Carlos Mayans, Mayor

Attest: \_\_\_\_\_

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Karen Sublett, City Clerk

Approved as to form:

\_\_\_\_\_  
Gary E. Rebenstorf, Director of Law